K42/988

Foreign Labor Trends

Kenya

Released by
U.S. Department of Labor
Bureau of International Labor Affairs

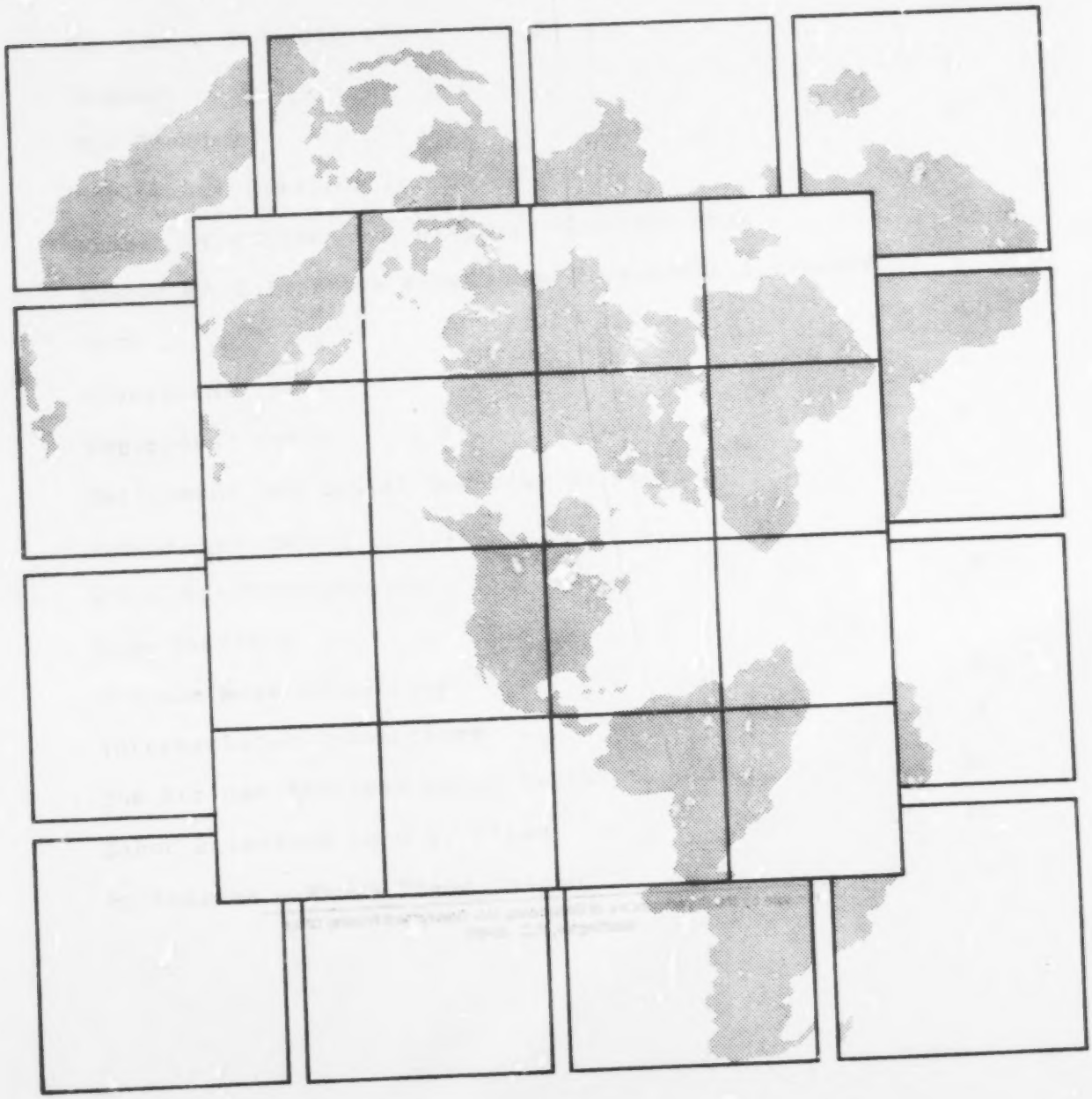
Prepared by

American Embassy
NAIROBI

1987 - 1988

FLT 89-3
Frequency: Annual

Supersedes: 87-30



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Washington, D.C. 20402

FOREIGN LABOR TRENDS

KENYA

May 1, 1987, to June 1, 1988

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KEY LABOR INDICATORS

		1986	1987	% Changes 1986-87
1)	Per capita GDP at current prices (US$)	$283	$285	0.6
2)	Per cap. GDP, const. 1982 prices (Ksh)	3250.8	3281.2	0.9
3)	Tot. population (mills)	21	21.8(e)	3.8
4)	Pop. growth rate	3.9	3.8(e)	
	---in urban areas-1984	7.9		
5)	Birth rate per 1000 population-1984	53		
6)	Immigration (1979) by nationality	2850		
7)	Out-migration by destination (1983)			
	-United Kingdom	560		
	-India	323		
	-United States	168		
	-Tanzania	140		
	-Other	549		
8)	Life expectancy at birth (years):			
	Total	58.5	N/A	
	Male	56.7		
	Female	60.4		
9)	Adult literacy rate 1980 (%)	47		
10)	Total labor force (millions) 1984	7.5		
11)	Total wage employment (thousands)	1,220.5	1,263.3	3.51
	- in private sector	620.7	638.1	2.80
	- in public sector	599.8	624.6	4.13
	- manufacturing	164.8	167.9	1.88
	- construction	55.6	58.2	4.68
	- services	576	598.4	3.89
	- agriculture	248.5	257	3.42
12)	Other employment (000):			
	Self-employed and unpaid family workers	35.4	38.1	7.62
	Small scale enterprises:			
	Urban	182.6	202.1	10.68
	Rural	98.4	110	11.79
13)	Unemployment rate	N/A	N/A	
14)	Underemployment rate	N/A	N/A	
15)	Labor productivity	N/A	N/A	
16)	Work-related			
	Deaths (#)	36	20	-44.44
	Injuries (#)	1636	1817	11.06
18)	Work time lost from industrial disputes (days)	168,013	93,749	-44.2

	1986	1987	Pct. Change
19) Monthly minimum wage rates as of May 1987 (Ksh)			
A. Aged 18 and over	Nairobi/ Mombasa	Other Urban	Rural
-General Laborer	640	589	360
-Cook	691	613	395
-Nightwatchman	714	662	407
-Machine Assistant	725	675	547
-Machinist/Light Driver/			
-Junior Clerk	828	775	634
-Driver/Artisan	864	797	659
-General Clerk	987	901	768
-Tailor	1087	999	890
-Caretaker	1327	1240	1155
-Cashier	1445	1359	1274
B. Under Eighteen			
-General Laborer	471	413	260
-Cook	544	478	320
-Junior Clerk	568	489	382
(Wage rates do not include housing allowance, currently 15 percent of an employee's base salary.)			
20) Average yearly earnings by major industry (Kenya pounds) (20 Ksh=1 Kenya pound)			
A. Private Sector			
-Total private sector	1029.8	1,143.5	11.04
-Manufacturing	1,270.5	1420.9	11.84
-Construction	957.1	1,147.7	19.91
-Financial Services	2375.7	2686.3	13.07
-Agriculture	373.1	415.9	11.47
-Transportation	1710.6	1918.7	12.17
B. Public Sector			
-Total public sector	1256.8	1303.8	3.74
-Manufacturing	1,162.7	1261.4	8.49
-Construction	836.3	874.2	4.53
-Financial Services	3388.1	3517.3	3.81
-Agriculture	638.4	688.2	7.80
-Transportation	1825.7	1928.2	5.61
C. Total Public and Private sector	1141.3	1222.7	7.13
21) Ave. real yearly earnings by major occupation (Kenya pounds) (Base: 1975=100)			
A. Private Sector			
-Total private sector	290.4	301.3	3.75
-Manufacturing	358.3	374.4	4.49
-Construction	269.9	302.4	12.04
-Financial Services	670	707.9	5.66
-Agriculture	105.2	109.6	4.18
-Transportation	482.4	533.7	10.63

	1986	1987	Pct. change
B. Public sector			
-Total public sector	354.4	343.6	-3.04
-Manufacturing	353.3	374.4	5.97
-Construction	235.8	230.4	-2.29
-Financial Services	955.5	926.8	-3.0
-Agriculture	180	181.3	0.72
-Transportation	514.9	508.1	-1.32
C. Total public and private sector	321.9	322.2	0.09
22) Value of supplementary benefits	N/A	N/A	
23) Average hours worked per week	N/A	N/A	
Normal work week (hrs.)	52		
24) Unionization of workers	N/A	N/A	
25) Ave. personal income per year at current prices (Kenyan pounds)	1141.3	1222.7	7.13
26) Rate of change in consumer prices during preceding year (pct.)	5.7	7.1	
27) Trade with U.S. (US$ million)			
-Exports to U.S.	149.1	122.8	-17.64
-Imports from U.S.	67.8	94.0	38.64

Sources: Government of Kenya, Ministry of Labor, Economic Survey 1988, World Bank, Embassy Estimates; 1987 numbers are provisional.
N/A=not available.

SUMMARY

In 1987-88, Kenya continued to experience a great number of strikes and labor disputes. Nevertheless, Kenya's tripartite approach to labor relations functioned smoothly which contained most labor discontent. Unemployment, population growth, and inadequate job creation remain a potential time bomb for the Government which created a new Ministry of Manpower Development and Employment. The Central Organization of Trade Unions (COTU) embarked on an ambitious program of internal reforms, a major organization campaign, and efforts to improve the Tom Mboya Labor College.

This report includes industrial safety and health issues and Kenya's retirement, social security, and workmen's compensation systems. It also reviews Kenya's wage policy guidelines, the labor activities of other countries, international trade organizations, and international trade secretariats. It contains key labor indicators, other labor related statistics, and a list of trade unions. For purposes of conversion, one U.S. dollar is equal to approximately 17 Kenyan shillings (KSH) at the official exchange rate.

THE ECONOMY

After a strong economic performance in 1986, the Kenyan economy suffered a downturn in 1987 with higher world oil prices and lower prices for two major exports, tea and coffee. On the positive side, increased domestic demand spurred growth in the agricultural, manufacturing, building, and construction sectors. The 1987 inflation rate was about 7.1 percent, the gross domestic product (GDP) increased 5.1 percent, and Kenya's population grew about 3.8 percent to 21.8 million. Nominal average wage earnings per employee increased 7.1 percent for a real increase of zero percent in 1987. From 1983 to 1986, real wages increased at an annual rate of half of one percent.

EMPLOYMENT CREATION IN 1987

Job creation in Kenya continues to lag behind Kenya's rapidly expanding work force. The Government currently estimates that the work force in Kenya will exceed 14 million by the year 2000 and that Kenya needs to create between 1,000 to 1,200 jobs daily for the rest of the century to keep up with its population growth. In 1987, according to government statistics, 76,600 new jobs were created including 42,800 in modern sector wage employment, and 31,000 in small scale enterprise. This is an increase of 3.5 percent in the number of jobs from 1986 to 1987 -- 1,536,900 to 1,613,500 jobs. The largest number of wage jobs came from the central government which increased

in size from 259,700 in 1986 to 274,400 in 1987 -- 5.7 percent increase. In 1987, there were 1,263,300 wage workers in Kenya, 638,100 in the private sector, and 624,600 in the public sector (of which 274,400 were employed by the central government).

Kenya's work force has been defined to be around 8,000,000 in a population estimated to be 21.8 million. About 4 million people, or half of the Kenya work force, are employed in non-wage agriculture with another 1.4 million in the rural non-farm sector and some 200,000 in the urban informal economy. Unemployment and underemployment are not measured in Kenya.

NUMBER OF STRIKES AND DISPUTES REMAINED HIGH

Kenya's tripartite labor relations machinery as defined by its Trade Resolution Act is made up of the Ministry of Labor, the Industrial Court, COTU, and the Federation of Kenyan Employers (FKE). This machinery functioned smoothly in 1987 despite a 20 percent growth (from 815 in 1986 to 980 in 1987) in the number of trade disputes registered with the Ministry of Labor. Kenya experienced the highest number of strikes since independence in 1986. In 1987 and the first part of 1988, labor relations in Kenya remained unsettled. According to the Ministry of Labor, there were 110 strikes in 1986 with 168,013 work days lost, and 109 strikes in 1987 with 93,749 work days lost. An examination of recent strikes showed that most strikes were short wildcat actions over local issues. Other reasons for 1987 labor disputes included the widespread and long-term employment of temporary workers (called "casuals"), disagreements over worker dismissals, disagreement over the length of the working week, and lack of payment of bonuses, and separation benefits. The Government estimates that of the 1,263,300 wage earners in Kenya, 169,600 or 13.4 percent were employed as casuals.

NUMBER OF COLLECTIVE BARGAINING AGREEMENTS INCREASED

A sign of the maturing of Kenya's industrial relations system during 1987 was that 343 collective agreements were registered by the Ministry of Labor -- up from 307 in 1986 and 242 in 1982. Despite the record number of registered trade disputes in 1987, there was a sharp decrease in the number of such disputes that actually made it to the industrial court, the arbitrator of last resort on labor relations. This indicates that unions and managements are increasingly able to resolve disputes by themselves. The number of cases reaching the court dropped almost 30 percent -- from 121 cases in 1986 to 85 in 1987.

COTU

In 1987 and early 1988, COTU embarked on an ambitious program of internal reform, union consolidation, and a major upgrading of its education program including a redesigned curriculum and an expanded staff for the Tom Mboya Labor College. COTU has announced that it will undertake a major organizing drive to increase its membership which they claim is around 330,000.

GOVERNMENT

In March 1988, the Government created the Ministry of Manpower Development and Employment to deal with Kenya's growing unemployment problem. Some of the new Ministry's tasks had previously been covered by the Ministry of Labor. As of June 1, 1988, the responsibilities of the Ministry of Labor covers industrial relations and labor matters, social security, and factory inspection -- including a mandate to spend more time on worker safety and health issues. The responsibilities of the Ministry of Manpower Development and Employment are national manpower planning and development policy, employment policy, skills inventory, employment services, national manpower development, planning and coordination of training programs, Kenyanization policy, employment, and assessment of overall training needs. The Government also created a Ministry of Technical Training and Applied Technology which will look at technical education, vocational training, and technical training policies.

EMPLOYERS' GROUP

The FKE is widely considered to be the best run and most effective employers group in Africa. Numbering 2,325 members (up from little more than 200 at independence), it covers the entire spectrum of Kenya's employment scene. In addition to its traditional practice of representing its members in collective bargaining and before the Kenya Industrial Court, the FKE has expanded its activities to include management training programs. In the latter capacity, it has been working closely with the International Labor Office (ILO).

RETIREMENT AND SOCIAL SECURITY IN KENYA

Kenya's high birth rate puts a great deal of pressure on older workers to retire. The current retirement age is fifty-five. There is discussion concerning lowering the mandatory retirement age for public sector workers to 50. Realizing the potential for social and and political instability, government policy has been directed towards finding jobs for younger workers. In 1983, President Moi indicated that all civil servants and parastatal workers (about half of the wage economy) should give up their jobs at the statutory

retirement age of 55. The President reiterated this theme in September 1984 in directing that the heads of all parastatal corporations must retire at 55.

Founded in 1967 and administered by the Ministry of Labor, Kenya's National Social Security Fund (NSSF) provides retirees with a lump sum payment which Kenyans traditionally have used to buy a small farm plot. As early as 1975, a government study recognized that land was a finite commodity and recommended the restructuring of the NSSF into a pension fund. Throughout the mid-1980s, the NSSF was plagued with scandals of missing money, corruption, and accusations of economic mismanagement. Currently there are over 1.2 million contributors to the system, many of whom have been shocked by press accounts of millions of shillings lost or missing. In 1985, the fund received contributions of over 880 million shillings but could only account for 420 million shillings. As of September 1987,the fund had 11 billion shillings on paper with as much as 4 billion shillings unaccounted for. In January 1988, the Minister of Labor stated that almost 100 million shillings may have been lost in unprofitable investments. In December 1987, the Government decided to transfer the management of the fund from the Ministry of Labor to a board of trustees with representatives from the government, the FKE, and COTU. The FKE is interested in using the fund to invest in low cost housing while COTU has suggested that the fund be used to provide small low interest loans to workers. As of mid-1988, the new Board of Trustees was still trying to figure out how much money they had and from where it had come. Under Mugalla, COTU reversed a long held position against using the NSSF for a pension plan and now agrees with the FKE that retired Kenyan workers will benefit more with a pension than with a lump sum payment. The FKE hopes that by the end of 1988, the Board of Trustees will have a clearer plan for how the fund will be administered.

INDUSTRIAL SAFETY

There is growing awareness and concern in Kenya over the number of industrial accidents which have averaged about 30 reported deaths and almost 2,000 reported non-fatal accidents per year since 1978. According to government statistics, the construction industry is the most dangerous and accounts for over 50 percent of deaths. Many doctors and economists argue that the actual number of accidents is much higher than the number reported. At an April 1988 Kenya Medical Association Conference, one health expert claimed that at least 250 workers die each year as a result of workplace accidents with another 300 workers permanently disabled. The expert also estimated that 84,000 employees work in factories where the air is dangerously polluted. In May 1988, the "Financial Review" suggested that as many as 1,000 workers die every year in work-related accidents. The range in these estimates underlines the uncertainty about the actual numbers of work-related accidents and deaths.

The 1951 British-introduced Factories Act regulates occupational safety and health conditions in Kenya's factories, and charges the factories' inspectorate with monitoring working conditions. One weakness of the Act is that it does not provide for worker training in safety and health. In the last two years, COTU, the FKE, and the Kenyan Government have all increased the number of training programs in safety and health.

One area in which more could be done is in agriculture where as much as 70 percent of Kenya's work force is employed. A December 1987 Kenyan magazine reported that Kenyan farmers, "many in blissful ignorance" employ pesticides which are banned in many other countries and whose long term use could be carcinogenic.

WORKMEN'S COMPENSATION

In December 1987, the Ministry of Labor amended the Workmen's Compensation Act to raise ceilings for a work-related death or injury from a maximum of 41 months of salary or a 29,000 KSH payment (whichever is less) to 60 months of salary or a 240,000 KSH ceiling for an on-the-job death. The amount of money provided for funeral expenses increased from 500 to 2,000 KSH. For permanent disability the previous ceiling of 54 months or 38,000 KSH increased to 60 months and 240,000 KSH (the same as a work-related death). The Act also increased payments for partial disability. Statistics on the number of claims filed and payments made are unavailable but one medical expert estimated that about 5,000 claims are made annually.

During his May Day address to COTU, Minister of Labor Okondo said that the government will review current wage guidelines and will introduce a workman's compensation insurance fund. Okondo's remarks are believed to mean that the government will take another look at the Workmen's Compensation Act with an eye to enhancing workers' safety.

WAGE CONTROLS

Since 1973, one of the instruments that the Kenyan Government has used to contain inflation has been a national wage guidelines policy. Under the wage guidelines, the Ministry of Labor is charged with the responsibility of monitoring all registered collective bargaining agreements to make sure that wage hikes do not surpass the rate of inflation. Since all such agreements must be registered with the Government, this gives the Ministry enormous power. The guidelines currently limit all wage increases to 75 percent of the rate of inflation. Previously, wages increases were limited to half the inflation rate. In turn for these restrictions, the Government agreed that it would increase the number of jobs 10 percent a year. According to government statistics, the number of jobs in the wage economy increased an average of 3.3 percent from 1980 to 1986.

During an August 1987 ILO/FKE workshop on employment creation, COTU Secretary General Mugalla called for an end to the wage guidelines. A 1987 ICFTU-financed report by COTU "A Review of the Kenyan Economy 1980-1986 with Special Reference to Labor Issues" concluded that "wage guidelines have generally failed notwithstanding their good intentions."

In 1987, 343 collective bargaining agreements on wages were registered with the Government affecting 86,424 organizable employees. The average basic wage acquired through 1987 agreements was 1,363 KSH -- a 14 percent increase from the 1986 rate of 1,196 KSH and marginally higher than an overall 11 percent wage increase for private sector workers.

MINIMUM WAGE GUIDELINES

On May Day 1987, the Government amended the minimum wage law to permit an 11 percent minimum wage increase. Throughout 1987 and early 1988, the Government granted additional minimum wage increases to selected categories of workers such as security workers and agricultural workers. Kenya's minimum wage structure is extraordinarily complex. It divides workers under 18 years and 18 years and older, is broken down into large urban areas (Mombasa and Nairobi), other urban areas (e.g., Thika, Kisii, Kisumu, Nakuru), and "all other areas." There are also 11 major vocational categories from "general laborer" to machine operator to cashier. Wages vary from a rural laborer who might earn 360 KSH per month to a Nairobi-based cashier who earns 1,445 KSH per month.

INTERNATIONAL CONNECTIONS

The Kenyan Government assigns much importance to African solidarity and maintaining its non-aligned status. During his 1988 May Day speech, the Minister of Labor reaffirmed Kenya's commitment to the Organization of Africa Trade Union Unity (OATUU) -- even though COTU had boycotted OATUU's most recent meeting because it took place in Libya. COTU has been proscribed from joining the ICFTU though the government has not prevented individual unions from joining international trade secretariats. For example, the Kenya Shoe and Leather Workers Union is affiliated with the International Textile, Garment and Leather Workers' Federation, the Railway Workers to the International Transport Workers Federation, the Hotel Workers to the International Food and Allied Workers Association (IUF), the Kenya National Union of Teachers to the International Federation of Free Teachers' Unions, and the KNUT to the World Confederation of Teachers' Professionals. In October 1987, the IUF sponsored a four-day seminar for the Bakery Workers and set up a one-year training agreement worth 300,000 KSH.

A number of third country unions have provided training programs for Kenyan unions, e.g., the Swedish Metal Workers provided a five-day seminar for the Amalgamated Union of Kenya Workers in September 1987. The German Fredrich Ebert Foundation funds seminars which included a one-week seminar on housing cooperatives in December 1987 at the Tom Mboya Labor College in Kisumu. In November 1987, the Swedish LO funded a joint seminar with COTU on adult education for the Hotel Workers Union. In October 1987, the Danish Teachers' Union through the World Confederation of Teachers' Professionals sponsored a week-long seminar at the Labor College for KNUT leaders. The Commonwealth Trade Union Congress (CTUC) was active in Kenya but its representative left the country in early 1988.

The ILO continues to play an active role in the FKE as a cosponsor of its training workshops and seminars. In August 1987, ILO Director General Francis Blanchard came to Kenya as a guest of honor at a joint ILO-FKE tripartite workshop on employment creation.

THE AFRICAN-AMERICAN LABOR CENTER (AALC)

The AALC has had close relationships with the Kenyan labor movement since before independence. In 1974, the AALC opened an office in Nairobi which helped COTU develop worker education programs. It has also had a full-time economist assigned to the Tom Mboya Labor College since 1983. It regularly funds U.S. visits of COTU members -- mainly to attend labor-related training courses at the George Meany Center for Labor Affairs outside Washington, D.C. In October 1987, the AFL-CIO invited Mugalla to attend its Bal Harbor convention. The AALC's principal objectives in Kenya have been to improve the effectiveness of the Labor College and to fund COTU workshops and seminars.

LABOR RELATIONS IN U.S. FIRMS

U.S. firms operating in Kenya (such as Delmonte, General Motors, Firestone and Eveready Kenya) had no major labor-related problems in 1987 or the first six months of 1988. American businesses find wage costs low and Kenyan workers well educated and easy to train. Due to Kenya's high rate of unemployment, U.S. firms experience little employee turnover. U.S. business speaks highly of Kenya's tripartite structure and of the impartiality of the Industrial Court. U.S. companies have not fought against giving their workers wage increases and have not prevented workers from joining unions.

APPENDIX A

KENYAN TRADE UNIONS

Central Organization of Trade Unions (COTU)

Solidarity Building
Digo Road
P.O. Box 13000, Nairobi, Kenya
Tel: 761375/6/7

Chairman General	Philip Mwangi Kibiribiri	G.S. Plantation
1st Vice Chairman General	B. Nzoika	Chmn Commercial
2nd Vice Chairman General	Chmn Rajab Mwondi	G.S. Printing
General Secretary (G.S.)	J.J. Mugalla	Dept. G.S. Commercial
Deputy Secretary General	J. Ogendo	G.S. Tailors
Assistant Secretary General	Ismael Yunis	G.S. Docks
Treasurer General	Werl Dibo Ogutu	G.S. Chemical
Deputy Treasurer General	J. Murugu	G.S. Construction
First Trustee	S. Mathuku	Asst. G.S.Plantation
Second Trustee	S. Osore	Chrmn Tailors
Third Trustee	R. Okanga	G.S. Railways
Administrative Officer	J. Ohutsu	

Name

Kenya Airlines Pilots Association

Chairman: M.K. Kinyanjui
General Secretary: P.M. Ndayu
Treasurer: M. Muya

Quaran House
Mfangano St.
P.O. Box 57509, Nairobi
Tel: 25859

Kenya Bakers & Confectionaries Workers Union

Chairman: John Alukwe
General Secretary: George M. Muchai
Treasurer: James R. Achimbo

Lengo House
Tom Mboya St.
P.O. Box 57751, Nairobi
Tel: 333628

Kenya Building, Construction & Civil Engineering Workers Union

Chairman: J.S. Khalakuba
General Secretary: John Murugu
Treasurer: Francis Wareru

Munshi Ram Bldg.
Mfangano St.
P.O. Box 49628, Nairobi
Tel: 23434, 336414

Kenya Chemical Workers Union

Chairman: J.A.C. Bondi
General Secretary: Were Ogutu
Treasurer: S. Musembi

Hermes House
Tom Mboya St.
P.O. Box 73820, Nairobi
Tel: 338815

Kenya Union of Commercial, Food & Allied Workers

Chairman: B. Nzioka
General Secretary: Sammy Muhanji
Treasurer: Joseph Mecca

Comford House
Diwani Road
P.O. Box 46818, Nairobi
Tel: 25049

Kenya Union of Dockworkers

Chairman: Lawrence Kombe
General Secretary: Yunis Ismail
Treasurer: I.M.G. Mataka

Dockers House
Kenyatta Ave.
P.O. Box 98207, Mombasa
Tel: 491490, 491427

Kenyan Union of Domestic and Hotels, Educational Institutions, Hospitals and Allied Workers

Chairman: Joseph Nyabiya
General Secretary: Duncan Mugo
Treasurer: Peter M. Kitaka

Kiburi House
Kirinyaga Road
P.O. Box 41763, Nairobi
Tel: 338836, 21191

Kenya Engineering Workers Union

Chairman: David Mwanbura
General Secretary: Justis Mulei
Treasurer: Brown Otengo

Simla House
Tom Mboya St.
P.O. Box 73897, Nairobi
Tel: 333745

Kenya Union of Entertainment & Music Industry Employees

Chairman: Geoffrey Ngao
General Secretary: James Yongo
Treasurer: John Kukoe

Solidarity Bldg.
Digo Road
P.O. Box 75776, Nairobi
Tel: 761375/6/7

Kenya Game Hunting & Safari Workers Union

Chairman: Samson Kioko
General Secretary: J.M. Ndolo
Treasurer: Augustine Mwanyuma

Comfood House
Diwani Rd.
P.O. Box 47509, Nairobi

Kenya Jockey Workers Union

Chairman: Samuel Wanyori
General Secretary: S.G. Kobogo
Treasurer: Opiri Okwang

P.O. Box 55094, Nairobi

Kenya Union of Journalists

Chairman: Frank Ojiambo
General Secretary: George Odiko
Treasurer: Menk van Der Laan

P.O. Box 47035, Nairobi

Kenya Local Government Workers Union

Chairman: Makua Nguka
General Secretary: James Karebe
Treasurer: Mimeeme Anjuri

Dunbee House
Country Road
P.O. Box 55827, Nairobi
Tel: 726352

Amalgamated Union of Kenya Metal Workers

Chairman: Samuel Oyongo
General Secretary: Hon. Fred Omido M.P.
Treasurer: Samuel M. Kahunyo

Avon House
Mfangano St.
P.O. Box 73651, Nairobi
Tel: 23190

Kenya Petroleum & Oil Workers Union

Chairman: Livingstone M'Mbwiria
General Secretary: J. Ochino
Treasurer: J.K. Kingori

No address

Kenya Plantation & Agricultural Workers Union

Chairman: Muiruri Karanja
General Secretary: Philip Mwangi
Treasurer: William Ojuka

P.O. Box 1161, Nakuru
Tel: 45167, 42007

Kenya Union of Post & Telecommunications Employees

Chairman: Daniel Mburu Gitau
General Secretary: Chadwick Adongo
Treasurer: S.K. Kirima

Hermes House
Tom Mboya St.
P.O. Box 48155, Nairobi
Tel: 338073

Printing & Kindred Trades Workers Union

Chairman: John Kilonzo
General Secretary: J. Bosco Sewali
Treasurer: Alfas Ananda

Meru South House
Tom Mboya St.
P.O. Box 72358, Nairobi
Tel: 33854

Kenya Quarry & Mine Workers Union

Chairman: S.M. Maina
General Secretary: Wafula wa Musamia
Treasurer: J. Kivuva

Radab Menzil Bldg.
Tom Mboya St.
P.O. Box 48125, Nairobi
Tel: 332120

Kenya Railways & Harbors Workers Union

Chairman: Arthur J. Oduor
General Secretary: Ochola O. Mak'Anyengo
Treasurer: Simon J. Muthoka

P.O. Box 72029, Nairobi
Tel: 765318

Kenya Union of Scientific, Research, Technical & Allied Employees

Chairman: Mwangi Kangethe
General Secretary: Samson Kubai
Treasurer: A.H. Karumba

Hermes House
Tom Mboya St.
P.O. Box 55094, Nairobi

National Seamens Union of Kenya

Chairman: J.H. Badole
G neral Secretary: I.S. Abdalla
Treasurer: Mussa Juma Mussa

P.O. Box 8123, Mombasa

Kenya Shoe & Leather Workers Union

Chairman: J. Odweo
General Secretary: J. Bolo
Treasurer: E. Lugawa

Simla House
Tom Mboya St.
P.O. Box 49629, Nairobi
Tel: 336911

Kenya Union of Sugar Plantation Workers

Chairman: George Orondo
General Secretary: Paul Omanga Abuto
Treasurer: Francis Adeny

P.O. Box 36, Kisumu

Kenya Tailors & Textile Workers Union

Chairman: Sangani Osore
General Secretary: J.A. Ogendo
Treasurer: C. Gari

Consulate Chambers
Racecourse Rd.
P.O. Box 72076, Nairobi
Tel: 338836

Kenya Timber & Furniture Workers Union

Chairman: D.W. Mutungi
General Secretary: D.N. Matheru
Treasurer: G.K. Makutwa
(Contested leadership)

Coffee Plaza
Haile Selassie Ave.
P.O. Box 50099, Nairobi
Tel: 33288

Kenya Transport & Allied Workers Union

Chairman: S. Katisya
General Secretary: Ngie Malii
Treasurer: M.N. Ndambuki

Coffee Plaza
Haile Selassie Ave.
P.O. Box 45171, Nairobi
Tel: 23618

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